

SUPPLEMENTARY MATERIALS FOR

# **COMMUNITY RECOMMENDATIONS ON BELONGING, ACCESSIBILITY, JUSTICE, EQUITY, DIVERSITY, AND INCLUSION INITIATIVES IN OCEAN SCIENCES**

A TOWN HALL DISCUSSION

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Table S1. A more detailed overview of the groups outlined in Table 1.

Group	Founded	Goals	Links
Alaska Native Science & Engineering Program (ANSEP)	1995	This group's objective is to effect systemic change in the hiring patterns of Alaska Natives in science and engineering by placing students on a career path to leadership.	<a href="http://ansep.net/">ansep.net/</a>
Asian Americans and Pacific Islanders in Geosciences (AAPIIG)	2020	This is a grassroots, member-driven organization committed to building a community that supports AAPIs within geosciences through networking, mentorship, and conversation.	<a href="http://aapigeosci.org/">aapigeosci.org/</a>
Black in Geoscience	2020	This group utilizes social media to support & amplify Black Geo, Earth & Planetary scientists.	<a href="https://twitter.com/BlkinGeoscience">@BlkinGeoscience</a>
Black in Marine Science (BIMS)	2020	BIMS aims to amplify black voices in marine sciences and offers critical programs to attract and engage future scientists at the undergraduate level, or earlier.	<a href="http://blackinmarinescience.org/">blackinmarinescience.org/</a>
Black Women in Ecology, Evolution, and Marine Sciences (BWEEMS)	2020	BWEEMS is pushing the bounds of science, fostering community, and elevating the Black Women who continue to drive innovation in ecology, evolution, and marine science despite being historically overlooked and isolated in the field.	<a href="http://bweems.org/">bweems.org/</a>
Community College Comprehensive Research Experience at WHOI (CC-CREW)	2015	CC-CREW is a non-residential summer program at the Woods Hole Oceanographic Institution offering research experiences and ocean sciences education and career mentoring for local community college students	<a href="http://whoi.edu/staff/jhuber/cc-crew/">whoi.edu/staff/jhuber/cc-crew/</a>
Community Engaged Internship (CEI)	2020	CEI offers remote or hybrid internships, professional development, and mentorship opportunities to students from historically marginalized backgrounds.	<a href="https://seagrant.noaa.gov/communities/students/community-engaged-internship/">seagrant.noaa.gov/communities/students/community-engaged-internship/</a>

Earth Science Women's Network (ESWN)	2002	ESWN is a community platform bringing together women across earth science disciplines.	<a href="http://eswnonline.org/">eswnonline.org/</a>
GeoLatinas	2020	GeoLatinas embraces, empowers, and inspires Latinas to pursue and thrive in careers in Earth and Planetary Sciences.	<a href="http://geolatinas.org/">geolatinas.org/</a>
International Association for Geoscience Diversity (IAGD)	2013	IAGD is a non-profit dedicated to improving access and inclusion for people with disabilities in the geosciences.	<a href="http://theiagd.org/">theiagd.org/</a>
Mentoring Physical Oceanography Women+ to Increase Retention (MPOWIR)	2004	MPOWIR offers mentoring and professional development opportunities for MPOWIR focuses on the retention of women and minoritized genders, referred to collectively as women+ in the MPOWIR lexicon, in physical oceanography.	<a href="http://mpowir.org">mpowir.org</a>
Minorities in Shark Science (MISS)	2020	MISS provides a community and funded opportunities for women and gender minorities of color who wish to enter the field of shark sciences	<a href="http://misselasma.org/">misselasma.org/</a>
Minorities Striving and Pursuing Higher Degrees of Success in Earth System Science (MS PhDs)	2003	This group provides professional development experiences to facilitate the advancement of minoritized individuals committed to achieving outstanding Earth system science careers.	<a href="http://msphdsinstitute.org/">msphdsinstitute.org/</a>
National Association of Black Geoscientists (NABGG)	1981	A non-profit professional organization with a purpose of building community – enabling Black Geoscientists to connect, communicate, and network with other minoritized professionals.	<a href="http://nabg-us.org/">nabg-us.org/</a>
Online Conservations for Equity, Action, and Networking (OCEAN)	2021	OCEAN prioritizes the integration of local communities into ocean governance and policy-making.	<a href="https://sites.google.com/view/segart/home">sites.google.com/view/segart/home</a>
Philippine-American Academy of Science & Engineering (PAASE)	1980	This group promotes the advancement of science, engineering & technology by encouraging collaborative work on scholarly and scientific endeavors among scientists & engineers of Philippine descent.	<a href="http://paase.org/">paase.org/</a>

Significant Opportunities in Atmospheric Research and Science (SOARS)	1996	SOARS is an undergraduate to graduate bridge program offering funding, mentoring, and community to historically underrepresented groups.	<a href="http://soars.ucar.edu/">soars.ucar.edu/</a>
Society for American Indian Science and Engineering Society (AISES)	1977	A nonprofit focused on substantially increasing the representation of Indigenous peoples of North America and the Pacific Islands in science, technology, engineering, and math studies and careers.	<a href="http://aises.org/">aises.org/</a>
Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS)	1973	SACNAS is a long-running group focused on advancing Chicanos/Hispanics and Native Americans in Science through a variety of opportunities.	<a href="http://sacnas.org/">sacnas.org/</a>
Society of Women in Marine Science (SWMS)	2014	SWMS offers a platform to discuss the diverse experiences of women in marine science, celebrate the research done by women in the field, and promote the visibility of women in the marine science community.	<a href="http://swmsmarinescience.com/">swmsmarinescience.com/</a>
UN Decade of Ocean Science for Sustainable Development	2021	This international program presents a pivotal framework for all of these JEDI efforts and initiatives in its goal to include diverse perspectives in the Ocean Sciences.	<a href="http://unesco.org/en/decades/ocean-decade">unesco.org/en/decades/ocean-decade</a>
URGE, Unlearning Racism in GEosciences	2021	A resource including pods with an anti-racism curriculum aimed to depend on the community's knowledge of the effect of racism on the participation and retention of Black, Brown, and Indigenous people in Geoscience.	<a href="http://urgeosci ence.org">http://urgeosci ence.org</a>

### *Survey Questions*

- (1) I have personally witnessed bias, discrimination, or bullying impacting someone else in the field of ocean sciences in the past 2 years.
- ☐ Yes - once or twice
  - ☐ Yes - three times or more
  - ☐ No
  - ☐ Prefer not to answer
- (2) I have personally experienced bias, discrimination, or bullying in the field of ocean sciences in the past 2 years.
- ☐ Yes - once or twice
  - ☐ Yes - three times or more
  - ☐ No
  - ☐ Prefer not to answer
- (3) I have been offered opportunities to learn about or participate in activities focused on diversity, equity, inclusion, justice, and/or accessibility in the field of ocean sciences in the past 2 years.
- ☐ Yes - once or twice
  - ☐ Yes - three times or more
  - ☐ No
  - ☐ Prefer not to answer
- (4) I have noticed an increase in diversity, equity, inclusion, justice, and/or accessibility in the field of ocean sciences in the past 2 years.
- ☐ Yes, a significant increase
  - ☐ Yes, a small increase
  - ☐ No change
  - ☐ No, there has been a decline in diversity, equity, inclusion, justice, and/or accessibility
  - ☐ Prefer not to answer
- (5) Are you working at an institution that is impacted by legislation to decrease diversity, equity and inclusion efforts?
- ☐ Yes
  - ☐ No
  - ☐ I don't know
  - ☐ Prefer not to answer
- (6) Are you a member of one of the professional societies sponsoring this meeting? Please check all that apply:
- ☐ AGU
  - ☐ ASLO
  - ☐ TOS
  - ☐ I am a member of another professional society
  - ☐ No, I am not a member of any professional society

- (7) What is your career stage?
- ☐ Undergraduate
  - ☐ Graduate student
  - ☐ Early-career
  - ☐ Mid-career
  - ☐ Late-career
  - ☐ Retired/Emeritus
- (8) What sector do you primarily work in?
- (9) Where is your primary residence?
- (10) What is your race or ethnicity? (Choose all that apply.)
- ☐ American Indian, Alaska Native, Native American or Indigenous
  - ☐ Asian
  - ☐ Black or African American
  - ☐ Hispanic or Latino/Latina/Latine/Latinx
  - ☐ Middle Eastern or North African
  - ☐ Native Hawaiian or Pacific Islander
  - ☐ White
  - ☐ Prefer not to answer
  - ☐ Prefer to self-describe: \_\_\_\_\_
- (11) Which of the following best describes you? (Select one answer.)
- ☐ Nonbinary
  - ☐ Man (could include cisgender men, transgender men, and male-identified individuals)
  - ☐ Woman (could include cisgender women, transgender women, and female-identified individuals)
  - ☐ Prefer not to answer
  - ☐ Prefer to self-describe: \_\_\_\_\_
- (12) Which of the following best describes your sexual identity? (Select all that apply.)
- ☐ Asexual
  - ☐ Bisexual
  - ☐ Heterosexual/straight
  - ☐ Homosexual/gay/lesbian
  - ☐ Pansexual
  - ☐ Queer
  - ☐ Questioning
  - ☐ Prefer not to answer
  - ☐ Prefer to self-describe: \_\_\_\_\_
- (13) Do you have a long-lasting or chronic condition (such as a physical, visual, auditory, cognitive, emotional, or other condition) that requires ongoing accommodations for you to conduct daily life activities (such as your ability to see, hear, or speak or to learn, remember, or concentrate)?